A Transformative Scheme

Armed Forces

- **Improved battle preparedness** through transformative evolution with energetic, fitter, diverse, more trainable & resilient youth, suited to the changing dynamics
- **Selection of the best** with rigorous & transparent selection process
- **Youthful profile** by optimal balance of youth & experience
- **Harness benefits of SKILL INDIA** by induction from tech Institutes

Individuals

- **Opportunity for youth** to fulfil dream of joining the Armed Forces and serve the Nation
- **Imbibe** military discipline, motivation, skill and physical fitness
- **Resume so unique** that an Agniveer will stand out in the crowd
- **Smooth integration into society** with skill **Screening Assesment** sets, certification and diplomas/ higher education/ credits
- **Good financial package** making him more stable than his civilian counterparts
- **Confident & better citizens** by military training, team building, ethos & camaraderie forged over the years.

Nation

- **National integration** based on unity in diversity with equal opportunity to youth including women from all regions
- **Nation building** through empowered, disciplined & skilled youth with military ethos in civil society

सत्यमेव जयते

Agnipath

मौका ज़िंदगी ज़िंदादिली से जीने का

आओ बनें हम भारत के अग्निवीर

थल सेना, नौसेना और वायु सेना में

www.joinindianarmy.nic.in
www.joinindiannavy.gov.in
www.careerindianairforce.cdac.in

Agnipath Scheme

Key Features

- **Opportunity** to **serve the Nation as Agniveers** through enrolment in the Armed Forces
- **Pan India** merit based recruitment
- **Four years** tenure
- Attractive monthly emoluments & handsome **"Seva Nidhi" package**
- **Opportunity** to apply for enrolment in permanent cadre
- Based on merit and organisational requirement, upto 25% Agniveers **selected through central, transparent, rigorous system** after four years

Eligibility

Age limit for applicants from 17 ½ to 21 years

Recruitment

Candidates will be enrolled under the respective Service Act for a service duration of four years including training period

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Recruitment as per terms and conditions

Training

Imparted rigorous military training in existing training centres

Service

Opportunity to serve the nation in varied terrain from mountains to deserts, on Land, Sea or Air

FINANCIAL PACKAGE

Composite Annual Package

1st year package -approx. ₹ 4.76 Lacs

Upgradation upto approx. ₹ 6.92 Lacs in 4th year

Allowances

Risk & Hardship, Ration, Dress, Travel allowances as applicable

Seva Nidhi

30% of monthly emoluments to be contributed by individuals

Equal amount matched & contributed by the Government

Corpus of approx. ₹ 11.71 Lacs after four years, exempted from Income Tax

Death Compensation

Non-contributory life insurance cover of ₹ 48 Lakhs

Additional Ex Gratia of ₹ 44 Lakhs for death attributable to service

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Pay for unserved portion upto four years including 'Seva Nidhi' component

Disability Compensation

Compensation based on % disability laid down by medical authorities

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One time ex-gratia of ₹ 44/ 25/ 15 Lacs for 100%/ 75%/ 50% disability, respectively

On Completion

All candidates entitled **'Seva Nidhi'** on completion of four years

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Skill Gained Certificate

Screening Assessment

Centralised transparent screening, based on merit and demonstrated performance during Service

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Agniveers can apply on volunteer basis to enrol in the regular cadre

Selection

Selection through a centralized, transparent and rigorous system

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On enrolment in regular cadre, pay fixed as regular soldier. Pension as per extant regulations

ELIGIBILITY CRITERIA FOR RECRUITMENT AS AGNIVEER

Ser No	Trade	Age	Education Qualification
1	Agniveer (General Duty) (All Arms)	17 ½ - 23* years	Class 10th /Matric with 45% marks in aggregate and 33% in each subject. For boards following grading system of D grade (33% - 40%) in individual subjects or equivalent of grade which contains 33% and overall aggregate in C2 grade or equivalent corresponding to 45% in aggregate
2	Agniveer (Technical) (All Arms)	17 ½ - 23* years	10+2/Intermediate Exam Pass in Science with Physics, Chemistry, Maths and English with min 50% marks in aggregate and 40% in each subject. OR 10+2 /Intermediate exam pass from any recognized State Education Board or Central Education Board to include NIOS and ITI course of minimum one year in required field with NSQF level 4 or above.
3	Agniveer (Technical) (Aviation & Ammunition Examiner)		
4	Agniveer Clerk / Store Keeper (Technical) (All Arms)	17 ½ - 23* years	10+2 / Intermediate Exam Pass in any stream (Arts, Commerce, Science) with 60% marks in aggregate and minimum 50% in each subject. Securing 50% in **English and Maths/Accounts /Book Keeping in Class XII is mandatory.**
5	Agniveer Tradesmen (All Arms) 10th pass	17 ½ - 23* years	(i) Class 10th simple pass. (ii) No stipulation in aggregate percentage, but should have scored 33% in each subject.
6	Agniveer Tradesmen (All Arms) 8th pass	17 ½ - 23* years	(i) Class 8th simple pass. (ii) No stipulation in aggregate percentage, but should have scored 33% in each subject.

*NOTE. THE UPPER AGE LIMIT HAS BEEN RELAXED FROM 21 YEARS TO 23 YEARS AS A ONETIME MEASURE FOR THE RECRUITING YEAR 2022-23.

TERMS AND CONDITIONS

AGNIPATH SCHEME FOR SERVICE IN INDIAN ARMY (IA) : JUN 2022

1. The salient aspects of terms and conditions of service for persons enrolled through the Agnipath Scheme for service in the IA are mentioned in the succeeding paragraphs.

2. **Terms and Conditions**.

(a) **Enrolment**.

(i) Candidates will be enrolled under Army Act, 1950 for a service duration of four (04) years including the training period.

(ii) Agniveers so enrolled will be subject to Army Act, 1950 and will be liable to go wherever ordered, by land, sea or air.

(iii) Agniveers so enrolled under the scheme, will not be eligible for any kind of Pension or Gratuity.

(b) **Service**.

(i) Service of Agniveers will commence from the date of enrolment.

(ii) Agniveers would form a distinct rank in the IA, different from any other existing ranks.

(iii) Leave, Uniform, Pay & Allowances during the service period of four years will be governed by orders and instructions in respect of such individuals issued by the Government of India (GoI) from time to time.

(iv) Agniveers will be liable to be assigned any duty in organisational interest, as decided from time to time.

(v) Personnel enrolled through Agniveer Scheme, will be required to undergo periodical medical check-ups and physical/ written/ field tests as governed by orders issued. The performance so demonstrated would be considered for subsequent offer for enrolment in the Regular Cadre.

Rte Dte

(vi) Agniveers can be posted to any regiment/unit and can be further transferred in organisational interest.

(c) **Discharge**.

(i) All Agniveers will be discharged on completion of four years of service.

(ii) On discharge after completion of four years, Agniveers will be paid a 'Seva Nidhi' package to enable them to return to the society for pursuing employment in other sectors.

(iii) Agniveers will not be eligible for any kind of pension or gratuity, neither will they be eligible for Ex Servicemen Contributory Health Scheme (ECHS), Canteen Stores Department (CSD) facilities, Ex Serviceman status and other related benefits.

(iv) Agniveers will be barred from disclosing classified information gained during service to any unauthorised person or source under Official Secrets Act, 1923.

(d) **Enrolment for Regular Cadre**.

(i) Based on organisational requirements and policies promulgated, Agniveers who are completing their engagement period in each batch will be offered an opportunity to apply for enrolment in the regular cadre of IA. These applications will be considered in a centralised manner by the Army based on an objective criteria including performance during their engagement period and not more than 25% of each specific batch of Agniveers will be enrolled in regular cadre of the IA, post completion of their four year engagement period.

(ii) Agniveers so enrolled as regular cadre would be required to serve for a further engagement period of 15 years and will be governed by terms and conditions of service (of Junior Commissioned Officer/ Other Ranks in IA) currently in vogue (as amended from time to time). Agniveers will not have any right to be selected. Selection will be exclusive jurisdiction of the IA.

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(iii) With introduction of this Scheme, the enrolment of soldiers in the regular cadre of IA, except technical cadres of Medical Branch, will be available only to those personnel who have completed their engagement period as Agniveer.

3. **Eligibility**. Following will be applicable:-

(a) **Age Limit**. The age limit for the applicants will be from 17 ½ years to 21 years. 1st day of the month of Oct of recruiting year (01 Apr – 31 Mar) will be taken as effective date for determining the age eligibility for the candidates. The recruitment will be on All India All Class basis.

(b) **Gender & Marital Status**. As applicable to respective categories/ trades being enrolled as on date for the IA.

(c) **Medical Standards**. A candidate must meet the medical eligibility conditions laid down for enrolment in the IA as applicable to respective categories/ trades.

4. **Enrolment.** As part of the enrolment process, each Agniveer will be required to formally accept all terms and conditions of the Agnipath Scheme. For personnel below the age of 18 years, the enrolment form will need to be signed by the parents/ guardians, in accordance with extant provisions.

5. **Training**. On being enrolled, candidates will be imparted suitable military training based on organisational requirements.

6. **Allotment of Service Numbers**. Distinctive Service Numbers will be allotted to Agniveers for the duration of their service.

7. **Employability**.

(a) Agniveers will be liable to be assigned any duty in organisational interest, as decided from time to time.

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(b) Agniveers can be posted to any regiment/ unit and can be further transferred to other regiments/ units in organisational interest.

8. **Leave**. Grant of leave will be subject to exigencies of service. The following leave may be applicable for Agniveers during their engagement period:-

(a) **Annual Leave**. Upto 30 days per year.

(b) **Sick Leave**. Based on medical advice.

9. **Uniform**. A distinctive insignia will be worn by the Agniveers on their uniform during their service period. Detailed instructions shall be issued separately.

10. **Honours & Awards**. Agniveers will be entitled to honours and awards, as per extant guidelines governing the subject for IA.

11. **Medical & CSD Facilities**. For the duration of their engagement period in the IA, Agniveers will be entitled for medical facility at military hospitals as well as CSD provisions.

12. **Pay, Allowances & Allied Benefits**.

(a) **Agniveer Package**.

(i) The pay & emoluments of Agniveers will be as given below :-

(aa) **Year 1**. Customised Package- ₹ 30,000/- (plus applicable allowances.)

(ab) **Year 2**. Customised Package- ₹33,000/- (plus applicable allowances.)

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(ac) **Year 3**. Customised Package- ₹ 36,500/- (plus applicable allowances.)

(ad) **Year 4**. CustomisedPackage- ₹ 40,000/- (plus applicable allowances.)

(ii) From the above package, 30% will be compulsorily deposited every month in a corpus which will be matched by the GoI. Balance amount less the corpus contribution will be the in-hand component.

(b) **Seva Nidhi Package**. On discharge at four years, the corpus of ₹5.02 lakhs will be matched by the GoI, an amount of ₹10.04 lakhs and accrued interest will be given to the Agniveers. In case of Agniveers who are subsequently selected for enrolment in the IA as regular cadre, the Seva Nidhi package to be paid to them will comprise only their contribution including accrued interest thereon. In the case of Agniveers exiting service before the end of their engagement period on their own request, the individual's Seva Nidhi package, accumulated as on date, will be paid with the applicable rate of interest. In such cases, no Govt contribution to Seva Nidhi Package will be entitled. The Seva Nidhi will be exempt from Income Tax.

(c) **Payment Modality – Seva Nidhi Package**. Two options to receive Seva Nidhi package will be provided to each Agniveer, with an aim to provide financial loans for self-employment/ entrepreneurship through a bank guarantee as also to meet immediate/ incidental expenses, on exit. Firm details will be promulgated separately.

(d) **Allowances**. The Agniveer pay is a composite package and will not be eligible for any Dearness Allowance and Military Service Pay. He will get applicable Risk & Hardship, Ration, Dress and Travel allowances as decided by the GoI from time to time.

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(e) Agniveers will be exempted from making any contribution in Armed Forces Personnel Provident Fund or any other Provident Fund.

(f) There shall be no entitlement towards gratuity or pensionary benefits for Agniveers enrolled through this Scheme.

13. **Life Insurance Cover**. Agniveers will be provided non-contributory life insurance cover of ₹48 lakhs for the duration of their engagement period and they will not be eligible for Army Group Insurance Fund (AGIF) schemes/ benefits.

14. **Termination/ Release from Service**.

(a) The maximum period of service for Agniveers will be as enumerated at Para 2 above. However, the services of Agniveers under this scheme may be terminated at any time in accordance with the Army Act 1950.

(b) Release at own request prior to completion of terms of engagement of Agniveers is not permitted. However, in most exceptional cases, personnel enrolled under this scheme may be released, if sanctioned by competent authority.

15. **Compensation for Death**. Agniveers will not be governed by provisions contained in the Pension Regulations for Army (as amended from time to time). They would be suitably compensated for death. The death for the purpose of provision of financial benefits to Agniveers will be categorised as follows :-

(a) **Category X**. Death due to natural causes neither attributable to nor aggravated by military service.

(b) **Category Y**. Death due to causes which are accepted as attributable to or aggravated by military service or due to accidents/ mishaps in the performance of duties including training.

(c) **Category Z**. Death due to acts of violence/ attack by terrorists, anti social elements, enemy, during border skirmishes/ war/ peacekeeping operations/ aid to civil power etc, and during operational preparation and

Rte Dte

training for war including battle inoculation training/ exercises; and accidental deaths due to natural calamities/ operations specially notified by GoI etc.

16. **Compensation for Disability**. In case an individual is placed in a Permanent Low Medical Category (LMC), the authorities will assess the percentage of disability/ attributability. In case of disability (attributed/ aggravated due to service conditions), one time ex-gratia as mentioned below will be granted. Computation of extent of disability will be as under :-

Percentage of disability as finally accepted	**Percentage to be reckoned for computing disability compensation**
Between 20% and 49%	50%
Between 50% and 75%	75%
Between 76% and 100%	100%

17. **Entitlement on Death/ Disability**

Category	**Entitlements of Agniveers**
Death in Service on Bonafide Duty **(Cat Y/Z)**	• Insurance cover of ₹48 Lakhs. • One time ex gratia ₹44 Lakhs. • Full pay for unserved period upto four years (wef date of death) including Seva Nidhi Component. • Balance accumulated (as on date) in the individual's Seva Nidhi fund including interest and GoI contribution.
Death in Service not on duty **(Cat X)**	• Insurance cover of ₹48 Lakhs. • Balance accumulated (as on date) in the individual's Seva Nidhi fund including interest and GoI contribution.
Disability* (attributed/ aggravated due to service conditions)	• One time ex gratia ₹44/25/15 Lakhs based on % of disability. • Full pay for unserved period upto four years (wef date of disability) including Seva Nidhi Component. • Balance accumulated (as on date) in the individual's Seva Nidhi fund including interest and GoI contribution.

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17. **Benefits for Personnel Exiting at Four Years of Service**. After completing four years of service (as applicable), the following benefits will be offered to the exiting individuals:-

(a) **Seva Nidhi Package**. Refer Para 12(b) above. The corpus generated after four years of contribution will be paid to the exiting Agniveers.

(b) '**Agniveer' Skill Certificate**. At the end of engagement period, a detailed skill set certificate will be provided to the Agniveers, highlighting the skills and level of competency acquired by the personnel during their engagement period.

(c) **Class 12th Certificate**. Agniveers who have been enrolled after qualifying Class 10th, a certificate for 12th(equivalent) will be given on completion of their four years engagement period, based on skills attained. Detailed instructions shall be issued separately.

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FAQs

1 What is the Agnipath scheme and what are its advantages?

Ans: **AGNIPATH Scheme** in the Indian Armed Forces is a scheme wherein ***selected candidates*** will be enrolled as Agniveers for ***four years period***.

On completion of the four year period, Agniveers will ***go to the society as disciplined, dynamic, motivated and skilled work force*** for employment in other sectors to pursue their career in job of their choice.

Based on organisational requirement and policies promulgated by the Armed Forces, **Agniveers** after completing their engagement period, ***will be offered an opportunity*** to apply for enrolment in the permanent cadre. Of these upto **25% of Agniveers *will be selected to be enrolled in the Armed Forces as a regular cadre***.

The scheme provides an avenue to Indian youth, desirous of serving the country to get recruited in the Armed Forces for a short duration.

The scheme enhances the youth profile of the Armed Forces.

Advantages

This proposal envisages providing opportunity to ***the youth to serve in the military for short duration***.

It will also lead to a much more ***youthful and technically adept war fighting force*** by ensuring a fine balance between youthful and experienced personnel in the Armed Forces.

2. What are the broad objectives of the Scheme?

Ans: The broad objectives of the Scheme are:

a. To enhance ***youthful profile*** of the Armed Forces so that they are at their fighting best at all times with increased risk taking ability.

b. To ***attract young talent*** from the society to effectively exploit, adopt and use emerging modern technologies with enhanced technical thresholds of intake while leveraging Technical Institutions of the country.

c. To provide an opportunity to the ***youth who may be keen to serve the Nation*** in uniform albeit for a ***short period of time***.

d. To imbibe The Armed Forces ***ethos, courage, camaraderie, commitment and teamwork*** in the youth.

e. To provide ***abilities and qualities such as discipline, dynamism, motivation and work-skills*** so that the youth remains an asset.

3. What benefits are envisaged to be accrued from the scheme?

Ans: The scheme would be a win win situation for the Armed Forces, Nation, individuals and the society at large.

Nation

- ***National Integration*** based on unity in diversity with equal opportunity to youth including women from all regions.
- ***Nation Building*** through empowered, disciplined & skilled youth with military ethos in civil society.

Armed Forces

- ***Improved battle preparedness*** through transformative evolution with energetic, fitter, diverse, more trainable and resilient youth suited to the changing dynamics.
- ***Selection of the Best*** with rigorous and transparent selection process.
- ***Youthful Profile*** by optimal balance of youth & experience.
- Endeavour to ***Harness benefits of SKILL INDIA*** by induction from Tech Institutes.

Individuals

- ***Opportunity for Youth*** to fulfil dream of joining the Armed Forces and serve the Nation.
- ***Imbibe*** military discipline, motivation, skill and physical fitness.
- ***Smooth integration into*** *society* with skill sets, certification and diplomas/ higher education/credits.

- ***Good financial package*** making him more stable than his civilian counterparts.
- ***Confident & better citizens by*** military training, team building, ethos & camaraderie forged over the years.
- ***Resume so unique*** that an Agniveer will stand out in the crowd.

4. What would be the impact of the scheme on the operational preparedness of the Armed Forces?

Ans: The operational effectiveness of the Armed Forces will enhance by this Scheme. By having a younger profile which is more fighting fit with less encumbrances, it is expected that the risk taking capability of these personnel would be higher. With the infusion of technology and revamping of the training programmes, the Armed Forces would ensure that the ***personnel inducted under the scheme have the same skill sets*** which are ***required to meet the operational challenges***. Since the ***training standards are clearly defined,*** and monitored by the highest authorities in the Armed Forces, it would be ensured that the Agniveers meet the highest professional standards.

5. The Scheme envisions younger age profile of the Armed Forces. Is the Age eligibility criterion for enrolment under the Scheme different from the earlier practice?

Ans: Candidates between ***17½ to 21 years*** of age meeting other educational, physical and medical criteria would largely be ***enrolled as Agniveers***. The Scheme also aims to ***harness the "Skill India"*** initiative by enrolling candidates qualified in ***ITI/Diploma holders*** in future with the necessary skills for certain technical trades.

6. Can the Agniveers opt for enrolment in the Permanent Cadre?

Ans: Based on organisational requirement and policies promulgated by the Armed Forces, all Agniveers after completing their engagement period, ***will be offered an opportunity*** to apply for enrolment in the permanent cadre. These applications will be considered by a centralised transparent rigorous screening system which would be based on merit and demonstrated performance during service. ***Upto 25% of the Aginveers*** would be selected for enrolment in the permanent Cadre as per the existing Terms and Conditions. Selection of Agniveers for further enrolment into the Armed Forces will be the ***exclusive jurisdiction of the Government through laid down policies***.

7. How does the scheme compare to the other nations?

Ans: A ***careful analysis*** of the methodology of induction, retention and release of Armed Forces personnel in ***various developed countries*** was carried out to ***adopt the best practices*** being followed in these countries. The analysis revealed the following:

a. **Primarily Volunteer Model**. All countries including those who have conscription have a volunteer Armed Forces once the mandatory time stipulation is over.

b. **Enrolment Procedures**. Majority of the countries follow multiple enrolments models at various stages of military career enabling soldiers to voluntarily continue or exit service.

c. **Retention**. All countries after the initial compulsory service period, retain soldiers based on their choice and a meritorious selection process.

d. **Training**. All countries have a shorter initial training period. Specialised training is imparted once the soldier is selected for service for a longer duration.

e. **Incentivisation of Exit**. These incentives vary from country to country but generally are in the following fields:

   i. Relaxation/Incentives to pursue higher education.

   ii. Financial package on exit.

   iii. Credits in education qualifications for type and duration of service rendered.

   iv. Advantage for recruitment in the permanent cadre.

   v. Some assurance of job on exit.

f. The Agnipath scheme aims to follow the same model and similar incentives as have been given in the developed countries.

8. Regimental system is one of the motivating factors for soldiers and officers to bond and perform beyond the call of duty during wartime. Will the induction change the same?

Ans: We shall be retaining the Regimental system, since the Scheme envisages selecting the best of the Agniveers and only those who proved their mettle, the cohesiveness of the unit would be ensured by these personnel. Further, these aspects would be focussed upon and accentuated by training received once the Aginveer reaches the unit.

9. Since there is going to be a limited training period, would it be adequate to meet the operational challenges?

Ans: Youth today eat better, run faster and longer, are more adept to technology and adept more easily to change. The aim to exploit the talent of the present day generation in our training patterns while simultaneously utilizing technology such as simulators to ensure an effective training programme. Since the basic qualification and qualities available with the youth have improved over the years, it gives us an opportunity to restructure the training pattern with more time being available for both physical and technical training. It also gives us an opportunity to review our present training pattern to make them contemporary, technology based and tailor made for the requirements of the Armed Forces.

10. Is the Agnipath scheme likely to be opened to women?

Ans: It is envisaged that in future women will be inducted in a progressive manner for joining the Armed Forces under the Agniveer Scheme.

11. How will this scheme ensure recruitment from all over the country?

Ans: The Scheme aims to capitalize on the broad based talent pool of the Nation and select the best for a career in the Armed Forces. The ***present pattern of selection*** into the Armed Forces is ***not being changed*** with the introduction of the scheme. The ***only change*** that is happening is in the ***Terms and Conditions*** of the service. As you all are aware, that the three Services are having ***well established selections centers*** spread over the country which have enabled them to recruit people from even the remotest part of the Nation. Since these very selection centers would continue to undertake the responsibility of recruiting personnel, we expect that the ***all India representation would not be affected*** by the introduction of the Scheme.

12. What is the financial package offered to an Agniveer in the Armed Forces?

Ans: **Composite Annual Package**

- 1st year package approx. **Rs. 4.76 Lacs**.
- Upgradation upto approx. **Rs. 6.92 Lacs** in 4th year.

Allowances

- Risk & Hardship, Ration, Dress, Travel allowances as applicable.

SevaNidhi

- 30% of monthly emoluments to be contributed by individuals.
- Equal amount matched & contributed by the Government.
- Corpus of Rs. 10.04 Lakhs plus accrued interest, exempted from Income Tax, after four years.

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- Non-contributory life insurance cover of Rs. 48 Lakhs.
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- Pay for unserved portion upto four years including 'SevaNidhi' component.

Disability Compensation

- Compensation based on % disability laid down by medical authorities.
- One time ex-gratia of Rs. 44/25/15 Lakhs for 100%/75%/50% disability respectively.